

Strategy Map – Office of Learner Well-being and Success

Thus achieving our mission and vision	Our Mission		
	Through building relationships and experiences that engage, support, empower and change, we are committed to creating a culture of well-being* where medical learners thrive and develop value-based, socially conscious identities and transition to practice as competent, resilient, lifelong learners who are innovators and leaders in healthcare.		
to meet the needs of the people we serve,	Our Vision		
	To inspire medical learners to realize their full potential by cultivating well-being as a way of life leading to ultimate success, now and in the future, to advance the health of the people and communities we serve.		
so we can operate with effectiveness and excellence,	Improving Lives		
	Thriving learners and graduates	Impactful research and scholarship	Healthier communities
	<ul style="list-style-type: none"> Learners achieve well-being and success throughout their educational journey Learners feel connected, supported and challenged to reach their full potential, with resilience Graduates are equipped with the competencies needed to thrive in the 21st century health system Learners, faculty and staff are lifelong learners 	<ul style="list-style-type: none"> We are active partners in scholarly pursuits and collaborative research related to our mission and vision Our scholarly pursuits accelerate the transfer of current well-being research trends and future directions into clinical practice, education and the health system Our scholarly achievements are nationally and internationally recognized and acclaimed 	<ul style="list-style-type: none"> We contribute to healthier learning and work communities within the FoM through collaboration and inter-dependent teams We encourage and support learners to live healthy, purposeful and thriving lives Prepare learners to contribute to the creation of healthier communities Learners are motivated to stay in our communities after graduation and to support underserved, rural and remote areas Government, academic and health partners are involved in the pursuit of our well-being mission We participate in sustainable regional, provincial, national and global partnerships to shape and improve well-being
	Excellence in all we do		
Education excellence	Research excellence	Social accountability	
<ul style="list-style-type: none"> Deliver high-quality, dynamic and innovative academic content in key areas such as career advising, well-being, and finance Inspiring, mentoring, and supporting learners Providing learners with career planning services to support and prepare them to work, innovate and 	<ul style="list-style-type: none"> Engage in scholarly activities to raise our profile nationally and internationally in the area of medical learner well-being and success Promoting and nurturing the development of inter-dependent well-being research to accelerate knowledge translation Building robust academic and external partnerships and networks in medical learner well-being and success Effectively disseminating our well-being scholarly agenda to academic communities 	<ul style="list-style-type: none"> Inscribing well-being and community engagement principles into academic programming <ul style="list-style-type: none"> Preparing learners to understand the determinants of health and well-being and well-being policy and to advocate for patients and communities Building structures that expand our influence and presence in Canada and on the global stage in the area of medical learner well-being and success 	

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	lead in our communities			
	Our empowered people			
	Culture of Excellence	Inspiring Leadership	Exceptional People	Robust Infrastructure
to build a strong and prepared team,	<ul style="list-style-type: none"> Unify our team around a focus on excellence and achievement of our shared vision, mission and values Create a productive, engaging, enjoyable and supportive work experience for learners Weave social accountability into everything we do Embrace meaningful change and translate ideas and solutions into action Cultivate an environment of lifelong learning 	<ul style="list-style-type: none"> Nurture and support formal and informal leaders Facilitate effective communication and collaboration among learners, faculty, staff and other partners Encourage and support leadership development for current and future leaders Create and embrace opportunities for learners, LWS faculty and LWS staff to achieve their potential 	<ul style="list-style-type: none"> Ensure our people are in the right roles, equipped with the right skills, focused on the right priorities Foster effective succession planning for key roles Facilitate mentoring for undergraduate and postgraduate learners at all stages of their educational journey Work collaboratively with the Wellness and Well-being Advisory Committee to facilitate mentorship across the FoM Foster an environment that encourages well-being Recognize and celebrate individual and team achievements 	<ul style="list-style-type: none"> Stay at the forefront of information technology that could be used to enhance services and educational programming Utilize technologies that enable teamwork and collaboration
we use our resources wisely,	Our enduring legacy - sustainability			
	Efficient, Effective Resourcing	Continuous Performance Management and Improvement		Dynamic Advocacy
	<ul style="list-style-type: none"> Allocate resources to the strategic priorities, in direct alignment to our mission and to the health needs / priorities of the learners we serve Develop communications which engage and educate all of our stakeholder groups, fostering well-being and increasing effectiveness 	<ul style="list-style-type: none"> Measure and analyze our performance as a unit by implementing initiatives, evaluating their success and informing process improvement Build efficiency and productivity through the development and utilization of policies and procedures, implementation of technological advances and continuous quality improvement 		<ul style="list-style-type: none"> Identify, foster and participate in partnerships that advance our mission Provide accessible services Promote our mission and vision Promote the mission and vision of the Faculty of Medicine and communicate our contributions to our communities and to society
Guided by our values,	Our Values			
	Put the needs of our learners and communities at the forefront of everything we do			
	Support faculty and staff to succeed			
	Act and lead with integrity and professionalism			
	Embrace learning, creativity and innovative thinking in all we do			
Foster inter-dependent teamwork and collaboration				

*Well-being as defined by the World Health Organization as “the state in which an individual realizes his or her own abilities, can cope with normal stresses in life, can work productively, and is able to make a contribution to his or her own community”. The Office of Learner Well-Being and Success recognizes the concept of wellness as defined by the Faculty of Medicine: *By fostering an institutional commitment to accountability, diversity, inclusion and wellness, our workplace and learning environment promotes and supports individual well-being across the psychosocial, physical, organization, and cultural environment to enhance morale, and a sense of belonging and personal accomplishment.*